

**Subject:** RE: Raise for Wallis

**From:** Robert Buente </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=C7B1814176124B59B21D8FDA30E507D8-BBUENTE>

**Date:** 4/30/18, 2:30 PM

**To:** Ellen Riotto <ellen@southpark.la>, Daniel Taban <daniel@jadeent.com>, Robin Bieker <robin@biekerco.com>, Channing Henry <channing@almadevelopment.com>

That's a fair raise based on annual percent

Robert Buente

President/CEO

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[bbuente@1010dev.org](mailto:bbuente@1010dev.org)

From: Ellen Riotto <[ellen@southpark.la](mailto:ellen@southpark.la)>

Sent: Monday, April 30, 2018 2:22 PM

To: Daniel Taban <[daniel@jadeent.com](mailto:daniel@jadeent.com)>; Robert Buente <[bbuente@1010dev.org](mailto:bbuente@1010dev.org)>; Robin Bieker <[robin@biekerco.com](mailto:robin@biekerco.com)>; Channing Henry <[channing@almadevelopment.com](mailto:channing@almadevelopment.com)>

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6 months. I her to be in sync with her start-date as much as possible. I'm thinking her next raise can be a smaller increment - up to \$70 which would be ~\$7.5% increase over a 2 year period.

From: Daniel Taban <[daniel@jadeent.com](mailto:daniel@jadeent.com) <mailto:daniel@jadeent.com>> >

Date: Monday, April 30, 2018 at 1:37 PM

To: Robert Buente <[bbuente@1010dev.org](mailto:bbuente@1010dev.org) <mailto:bbuente@1010dev.org>> >, Ellen Riotto <[ellen@southpark.la](mailto:ellen@southpark.la) <mailto:ellen@southpark.la>> >, Robin Bieker <[robin@biekerco.com](mailto:robin@biekerco.com) <mailto:robin@biekerco.com>> >, Channing Henry <[channing@almadevelopment.com](mailto:channing@almadevelopment.com) <mailto:channing@almadevelopment.com>> >

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If you feel she is deserving, then ok with the raise. Is her next potential raise in 6 months or 12?

Daniel Taban

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From: Robert Buente [<mailto:bbuente@1010dev.org> <mailto:bbuente@1010dev.org>] ]  
Sent: Monday, April 30, 2018 1:29 PM  
To: Ellen Riotto <[ellen@southpark.la](mailto:ellen@southpark.la) <mailto:ellen@southpark.la>> >; Robin Bieker <[robin@biekerco.com](mailto:robin@biekerco.com) <mailto:robin@biekerco.com>> >; Daniel Taban <[daniel@jadeent.com](mailto:daniel@jadeent.com) <mailto:daniel@jadeent.com>> >; Channing Henry <[channing@almadevelopment.com](mailto:channing@almadevelopment.com) <mailto:channing@almadevelopment.com>> >  
Subject: RE: Raise for Wallis

Ellen:

Agree

Bob

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From: Ellen Riotto <[ellen@southpark.la](mailto:ellen@southpark.la) <mailto:ellen@southpark.la>> >  
Sent: Monday, April 30, 2018 1:27 PM  
To: Robin Bieker <[robin@biekerco.com](mailto:robin@biekerco.com) <mailto:robin@biekerco.com>> >; Daniel Taban <[daniel@jadeent.com](mailto:daniel@jadeent.com) <mailto:daniel@jadeent.com>> >; Robert Buente <[bbuente@1010dev.org](mailto:bbuente@1010dev.org) <mailto:bbuente@1010dev.org>> >; Channing Henry <[channing@almadevelopment.com](mailto:channing@almadevelopment.com) <mailto:channing@almadevelopment.com>> >

RE: Raise for Wallis

[<mailto:channing@almadevelopment.com>](mailto:channing@almadevelopment.com) >  
Subject: Raise for Wallis

All,

As you know, Wallis had a somewhat rocky start at the BID. We extended her Introduction period by 1 month, and at her 12 month mark, her performance did not warrant a raise, as is customary at an employee's anniversary. Having said all that, she's really come a long way. After our somewhat difficult annual review back in November, she stepped up her game in ways that I frankly didn't think she was capable of. Since then, she's been much more proactive about her work products, infused a new kind of creativity into projects, and is generally more enthusiastic and positive, which goes a long way in terms of culture in the office. To that end, as May 10th marks her 1.5 year anniversary at the BID, I'd like to give Wallis a 5% raise, bringing her salary up to \$68,250 (most annual raises are between 3 and 4%, but per our conversation regarding the BID's history of underpaying employees, my recommendation is that we use this as an opportunity to establish a new status quo).

Thoughts on this?

Thanks,

Ellen

Ellen Riotto

Executive Director

South Park Business Improvement District

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— Attachments: —

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